



#### Location

Dallas, Texas

#### Education

University of Texas  
School of Law (J.D.,  
1995)

University of Texas (B.A.,  
*summa cum laude*, 1992)

#### Areas of Practice:

Labor & Employment

#### Admitted to Practice:

Texas

## CHRISTIE NEWKIRK

### Partner

(214) 389-5331

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With more than 20 years' experience representing employers and executives, Christie Newkirk's work consists of five chief components:

**Litigation:** Representing employers in administrative proceedings and litigation of employment law claims, evaluating cases early, finding early resolution opportunities, and zealously advocating when resolution is not the best choice.

**Counseling:** Providing on-demand employment law advice to employers with HR problems large and small. This includes:

- Discipline and terminations in high-risk scenarios (*i.e.*, sexual harassment and assault cases, C-Suite misconduct, etc.);
- Complicated leaves of absences governed by the FMLA, ADA and workers' compensation laws;
- Reductions in force, including evaluating the legal risks of the proposed reductions, preparing necessary communications and severance agreements, and coordinating with outside consultants, such as PR firms;
- Protection of confidential information and client relationships through confidentiality, non-competition and non-solicitation agreements;
- Proper classification of workers (*e.g.*, exempt or non-exempt, contractor or employee); and
- General preventative advice and counseling.

**Investigations:** Conducting confidential (often privileged) investigations of employee complaints. In this role, Christie serves as an objective fact-finder for the employer. Her goal is to provide all relevant facts through an efficient inquiry, allowing the client to better evaluate the appropriate response to a complaint.

**Training:** Conducting a wide range of compliance training on behalf of employers. The trainings use real-life examples and are interactive.

**Executives:** Christie also represents C-suite executives in the evaluation and negotiation of employment agreements (including non-competes and non-solicitation covenants), responding to allegations and investigations of misconduct, and the evaluation and negotiation of severance agreements.

## **Speeches & Publications**

- Lawsuit Filed to Halt Dallas' Paid Sick Leave Ordinance
- DOL Proposes New Minimum Salary to Qualify for Overtime Exemptions
- Ten Things Every Construction Lawyer Needs To Know About Employment Law
- Damages In Employment Discrimination & Harassment Cases
- The Game of (Workplace) Love
- OSHA's U-Turn: Safety Incentive Programs and Post-Incident Drug Testing
- The Minefield of 'Comp Time' and Unauthorized Overtime
- Overtime + Commissions = Complicated Math
- Hiring Summer Interns? Read This First!
- Managing the Difficult Employee
- Navigating the Post #MeToo Workplace
- Performance Management: Trends, Compliance and Technology
- Social Media in the Workplace
- Trends in Employment: Pop Culture Crosses Into the Workplace
- Controversy Surrounds EEOC's Pregnancy Discrimination Guidance
- Reduction in Force Issues
- Did You Know? Recent Trends in Employment Law
- New Regulations, Recent Court Decision, and Vital Strategies for Managing Your Leave Law Challenges

## **Awards / Honors**

- Best Lawyers in America - Employment Law Management and Labor Law, 2013-2020
- Best Lawyers in Dallas, *D Magazine*, Labor & Employment Law, 2012, 2015-2019
- Texas Super Lawyers, Thomson Reuters, 2005-2019

## **Community / Civic Activities**

- Attorneys Serving the Community, Chair, Networking Committee, 2013-2018
- Dallas Women's Foundation, 2017, Grants Committee
- Las Colinas Country Club (Board of Governors, 2018-2020; Chair, Membership 2018-2019; Board Chair, 2020)

## **Memberships**

- Dallas Women Lawyers Association, 2017-2018 (CLE Co-Chair, 2017-2019; Membership Chair, 2020)
- Dallas Bar Association, Employment Law Section (Chair, 2004; Vice-Chair, 2003)
- State Bar of Texas, Employment Law Section